

Report about the roundtable discussions facilitated at the All Are Welcome Here event, March 21st 2018, London, ON.

The original plan was to ask each table to discuss all the five questions we prepared (see below). But since the event ran a little bit late, we decided to ask each table to discuss only one of the questions in order to be able to collect suggestions on all the topics even if with less time to work on them.

The note-taker provided us with electronic versions and with handwritten reports, which we furtherly elaborated. The feedback and suggestions we collected are extremely interesting but also indicate the need for more time spent on this kind of activity, where people can talk about real situations and elaborate feasible recommendations.

Questions at the individual level

Question #1: During the day, we listened to lived experiences of discrimination. Acting and intervening in these kind of situations is not easy, and sometimes people feel unable and deeply uncomfortable in doing anything. We would like to ask you to think about those situations and tell us what can impede or hinder the victim or the witness from acting. What kind of fears could there be that prevent people from acting? More specifically, fears of what?

- **People's first experience of discrimination and lack of support during such experience may contribute to their silence when they feel attacked. Thus, it is important to have them share their experiences to advocate and raise awareness.**
- **When people are told that they are "too sensitive" or need to "have thicker skin". This means when they feel threatened and attacked, their feelings are not getting validated. Thus, staying silent is encouraged because it implies that one is not being "too sensitive".**

Question #2: Let's imagine, now, that you are actually going to act, to intervene, saying or doing something about the discrimination you are suffering or witnessing. What would let you feel supported in doing so? Which kind of support, elements, tools, knowledge, strategies would let you feel that you can act safely and properly?

- **Not being alone in concretely acting and intervening.**
- **Individuals may befriend people who are easy targets of discrimination, in order to hear their story and raise awareness.**

Questions at the community level

Question #3: Through the day, we understood that fighting against discrimination must engage everyone. But often this is difficult to achieve. How we can make people feel responsible for what is going on in the community and professional environments and make fighting discrimination everybody's business?

- **Education needs to take place at the individual, organizational, community and societal level (i.e., school, Police, political system, etc). Recognize that the scale of "discrimination" not only exist at**

the individual level, but also extends to the societal and macro level. Thus, understand that systematic changes are needed.

- Enhance people’s intercultural competency.
- Increase public and individual exposure, awareness and public education around race, diversity and ethnicity. Spread the stories of the targets of discriminatory act to increase awareness and empathy. Utilize the power of media to increase exposure and education around the topic. Encourage conversation and open discussion of discriminatory issues. Emphasize the similarities and commonalities between people, rather than fixate on differences.
- Employ specific methods to combat discrimination. i.e., hire people of color, immigration, social media.
- Increase the representation of visible minorities in the higher levels of political decision making and power.
- Community workshops
- Hiring more diverse officers in the police force as an example of systematic changes that are needed.

Question #4: What person/organization/institution would you suggest in answering this question: “They are the perfect champions for this campaign and for leading this kind of initiative”?

- Enhance cultural awareness in our institutions and services, esp. Police and Local Administration.
- A top-down approach should be implemented – changes need to occur at the macro level in the political sphere. i.e., stronger messaging from the government, budget change and policies from different levels of the government.
- Implement intercultural education and education about racism and discrimination of all levels and ages in the school. Various changes led by the school boards (curriculum, communication, policies and diverse hiring).
- Mass Media and Social Media channels.

Question #5: Which are the key places where we should go in order to improve awareness and propose strategies to combat discrimination? You can think about places where institutions and organizations provide services, places where people gather and spend time together, specific business categories, etc.

- School.
- Police.
- Councils of interfaith.
- Raise public awareness by distributing information in various public spaces i.e., airports, train stations.
- Branch out to events at venues and businesses.
- Neighbourhood and library advocacy.